

Members Prepare as Contracts Come to a Head

Hoffa is pushing historic givebacks in our master contracts.

The future of our pensions and union power is at stake.

Concerned Teamsters are preparing now. Will you be ready?

Teamster employers are on the offensive, attacking our master contracts. Their goal is to win givebacks that will strip away historic gains, threaten our pensions and weaken our union.

Concerned Teamsters are responding to the warning signs that the Hoffa administration is going along with the employers.

Rank & File Action Beats Givebacks

When Teamsters at DHL learned that the Hoffa administration was negotiating a concessionary contract, angry members sprung into action.

Across the country, DHL Teamsters mobilized to flood the International with petitions, postcards and phone calls. Their united action forced the Hoffa administration to scrap its concessionary deal and instruct local unions to hold contract proposal meetings.

The fight at DHL is far from over. But Teamsters there have shown we can defeat givebacks when we work together.

That's a lesson other Teamsters are taking to heart as secret negotiations come to a head on a new UPS contract and the future of the Central States Pension Plan.

Hoffa and chief negotiator Ken Hall announced that UPS has reached a tentative agreement with Central States that could pave the way for the company's withdrawal from the pension fund.

Industry experts watching the UPS talks say that Central States assets and members' pension benefits are on the rise and a pullout by UPS will undermine members' retirement security as well as Teamster power. (See page 4)

Teamsters at UPS need to be prepared to evaluate any offer carefully.

The *Make UPS Deliver* network (www.makeupsdeliver.org) and TDU will get UPS members the facts so they can make an informed decision.

Fight for Your Future

Freight talks may begin as soon as October. Freight wages have fallen measured against inflation, and members are building a network to fight for overdue gains.

Contract talks are coming to a head that will forever shape the master contracts and pension plans that are the foundation of union power. Fight for your future. For more information, contact TDU today.



DHL Teamsters Dump Sellout Contract

Angry Teamsters forced Hoffa to scrap a sellout contract at DHL. A newly formed network is organizing to win a strong agreement. **Page 3**



UPSers Prepare for an Informed Vote

After a year of talks, Teamsters at UPS may have a contract offer to vote on soon. The *Make UPS Deliver* network is working to make sure members have an informed choice. **Page 5**



Freight Network Formed to Win Strong NMFA

Bargaining could begin as soon as October for the new freight contract. Members have their eyes set on overdue gains. **Page 11.**



Defending Our Pensions

The assets of the Central States Plan are on the rise—and so are benefit levels. Concerned members look to defend their pension from breakaways by UPS and ABF that would put benefits at risk and diminish union power. **Page 4.**

\$150,000 Club: Are High Paid Officials Defending Our Contracts & Benefits?

			
James Hoffa Total Compensation \$335,657	Ken Hall Total Compensation \$206,726	Fred Zuckerman Total Compensation \$246,569	Brad Slawson Sr. Total Compensation \$217,535

Our \$150,000 Club Report on Teamster finances reveals that the Hoffa administration shattered previous records for spending on our union's highest paid officials—with \$20 million going to the 96 members of the \$150,000 Club. Some of our highest-paid officials are the ones undermining our master contracts and pensions. TDU's annual report gives you the facts—including complete salary data for our union's top-paid officers. **Pages 6-9**

Letters From Our Members

Negotiate a Strong NMFA

Bargaining for the next freight agreement will start in just a few months. We asked freight Teamsters what they want to get out of the new contract. Here's what some of them had to say.

No Two-Tier Wage Scale

We deserve extra holidays, like Martin Luther King Day and President's Day. Other industries and government employees already get these days. Plus, new hires should go straight to top wage. No two-tier wage scale.

**Paul Varhola, Roadway
Local 24, Akron, Ohio**

Affordable Healthcare

How about some affordable health insurance? I will be 57 in January and Central States wants over \$750 per month for health insurance for my wife and me. I would like to retire, but can't afford to with the "Best Contract Ever." I won't vote for any contract that doesn't restore benefits or major increases in pay to help fund my losses.

**David Scheidt, USF Holland
Local 41, Kansas City, Mo.**

Solid Standards for Working Conditions

USF Holland (aka YRC Regional) should be held to the same standard of work conditions in the master freight agreement, and they should honor our rules we had prior to Yellow taking over.

**William Conner, USF Holland
Local 24, Akron, Ohio**

Seniority for Laid-Off Teamsters

We have 25 to 50 people on layoff at any given time at Roadway. Work should be offered to laid-off Teamsters before calling working Teamsters for a sixth or seventh punch.

**William Creedon, Roadway
Local 667, Memphis, Tenn.**

Future Officers: Big Shoes to Fill

The TDU Convention needs to teach members what to do if they win a local election. It should cover the daily business of officers and agents, from each position's point of view.

Editor's note: Good point, Bob. The TDU Convention will include special workshops for union officers, stewards, and other local leaders. See the back page for more information.

Our good future officers have got big shoes to fill!

**Bob Leslie
Local 120, Cemstone
Minneapolis**

P.S.—See you at the Convention in Chicago.

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. E-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org

E-Mail Your Letter

Visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.



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Think Twice on the First Offer

If anyone who reads this actually believes that the sad excuse for leaders at Teamster Headquarters are going to win us the best contract possible, then I have ocean-front property in Kansas I would love to sell you.

I have been in the Teamsters since 1972. This last contract was the worst I have seen. We lost ground. We now have a contract that is longer than ever, with worse working conditions and poorer insurance.

Remember this: do you accept the first offer when you are buying a new car? NO. Then why take the first one Big Daddy Jim says is so good?

**Wilson Allen
Local 728, UPS
Carrollton, Ga.**

Pension Pullout: A Strike Issue

I was appalled to read that the Teamsters would consider allowing ABF to withdraw from our pension funds. I worked for a multitude of freight companies—ABF was the last. I was able to retire with a pretty good pension because of our multiemployer plan.

If each of those companies had their own pension plan, I would have been out of luck.

I can thank the 1950s Teamster leadership who had the foresight to negotiate a multiemployer plan for my pension. These people must be rolling over in their graves with even the suggestion that we would allow freight companies to withdraw from our pension funds—this should be a definite strike issue.

**Daniel Sternbach
Local 443, Retired
New Haven, Conn.**

TDU International Steering Committee

Co-Chairs:

Dianne Bolton, Seattle Local 174
Joe Fahey, Milwaukee Local 200
Michael Ruscigno, New York Local 802
Michael Savoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667
Rick Sather, Minneapolis Local 638
Joe Sexauer, Chicago Local 743

Members:

Nichele Fulmore, North Carolina Local 391
Frank Halstead, Los Angeles Local 572
Toni Jackson, Memphis Local 667
Larry Macdonald, Atlanta Local 728
Ed Michael, Salem, Ill. BLET Div. 724
Sandy Pope, New York Local 805
Joe Wright, Boston Local 82

Alternates:

Gary Brooks, Chicago Local 705
Delores Bowden, Chicago Local 726
Matt Latzo, Washington Local 639

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Sept. 2006 for one year. Our Rank & File Convention had 250 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

First Victory: Sell-out Deal Scrapped

DHL Teamsters Unite

for a Good Contract

DHL Teamsters are organizing nationally to defend the National Master Freight Agreement and win a good contract for all DHL Teamsters. They've already scored one major victory when they forced the Hoffa administration to scrap a "Draft National Agreement" that was riddled with concessions.

For months, some DHL Teamsters have heard about secret bargaining between DHL management and Brad Slawson, an assistant to James Hoffa. Then on July 25, the stinky stuff hit the fan when TDU obtained and posted on www.tdu.org the "Draft National Agreement," all 77 pages of it. The dirty deal that would gut the NMFA was exposed.

DHL members started to network, by phone, email, in barn meetings, stewards meetings and through TDU's network. Calls, postcards and petitions poured into IBT headquarters.

The rank-and-file campaign worked. The Hoffa administration has scrapped its "Draft National Agreement." At a meeting in Detroit on Aug. 20, local unions were instructed to hold proposal meetings for DHL. Teamsters can use those meetings to put forward the DHL network's demands:

- No surrender of the NMFA.
- Shop stewards should be on the bargaining committee.
- A union fight to upgrade all white paper contracts to the best level.

As more Teamsters learn what's happening, they are coming on board. The

DHL network is growing fast. DHL Teamsters United issued a national leaflet on Aug. 20. A first national conference call was held. A new web forum was opened. And this is just the beginning.

The DHL network is growing fast, and we've had our first victory. It shows what happens when Teamsters get together to defend our master contract.

It shows what happens when Teamsters put any political or personal differences aside and get together to defend our national master contract.

Interested Teamsters can call TDU at (313) 842-2600 for the latest info and how to get involved.

DHL Teamsters: Help Defend Our Contract

DHL Teamsters have launched a national network, DHL Teamsters United, to fight for a strong contract.

Here's how you can help:

- Download the DHL Teamsters United Bulletin at www.tdu.org/dhlbulletin.
- Check out the forums at www.dhlteamsterforum.com.
- Stay in the loop. Sign up for regular email updates at www.tdu.org.
- Want more info? Call TDU at (313) 842-2600.



DHL Teamsters Launch National Network

A national network of Teamsters and stewards has formed to unite all DHL Teamsters to protect our National Master Freight Agreement (NMFA), and to upgrade all DHL contracts to the highest level. On Aug. 19 we held our first national conference call to agree upon our goals and next course of action.

What We Want

- ✓ We want Brad Slawson removed as head of the Teamster negotiating committee. Slawson, bargained the outline of a sell-out with management behind the backs of the members and local officers. Slawson doesn't have a single DHL member in his book.
- ✓ We want DHL stewards at the bargaining table. We need people at the bargaining table that know DHL from the inside. This is our contract.
- ✓ We want the NMFA, and no substitute deal. We will never vote to approve anything but the NMFA. We want all existing white paper contracts brought up to the highest level.

It's Your Contract: Make Your Voice Heard

► Distribute this bulletin to all DHL Teamsters. On August 21, the international union is holding a meeting for DHL business agents. They refused to allow stewards to attend. We need the international to know that every DHL Teamster from Boston to Los Angeles, from Seattle to Dallas, will be informed, and will be heard.

► Contact the International Union. DHL Teamsters are calling the International Union to put them to defend the NMFA, remove Brad Slawson, and show stewards to be in our negotiations. You can call your union at (202) 624-6000 and ask to speak to the office of General President Hoffa, or his assistant Lee Decker or Ed Kasper. Many Teamster members have already called.

► Get in Touch with Us. We want to hear your concerns, and keep you and your station informed. You can contact DHL Teamsters United by calling Oakland Local 70 Steward Bob Martinez at (510) 534-3445 or Pittsburgh Local 249 Steward Mark Woods at (412) 583-4382. Check our new website www.dhlteamsters.com.

An Open Letter to DHL Teamsters

Brothers and Sisters,

I am a DHL driver and union committeeman in Pittsburgh Local 249. DHL Teamsters in our local are STRONGLY opposed to any negotiations with the goal of taking DHL out of the NMFA. When we got word that this may be in the

works, we shifted into high gear to organize against it.

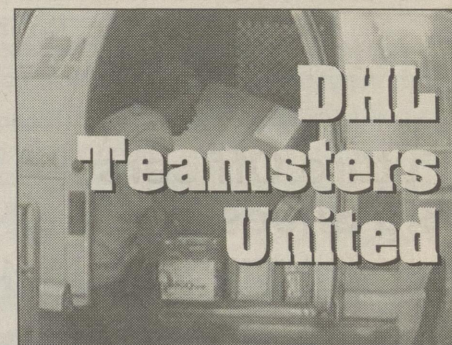
Thankfully, we gathered a lot of support from other DHL Teamsters around the country who understand the importance of being in a national master contract. Our opposition was heard loud and clear in Washington and the substandard "draft language" was rejected as a starting point for negotiations. This was a great victory for DHL Teamsters.

But is this sham contract dead? DHL still has their bargaining agenda and we need ours. We won round one but now the next fight must be fought. Two things need to happen: Brad Slawson needs to be removed from the bargaining team and DHL stewards need to be in on the negotiations!

What does Brad Slawson know about DHL? He doesn't even represent a station. He participated in talks with DHL for months with that terrible draft language as the basis for the meetings. That's no lead negotiator.

Stewards can make a difference. They have the insight into the operations of DHL and know the day-to-day struggles of working Teamsters. They will keep the membership informed and unified.

We need DHL Teamsters to tell your



local officials, reps, and Brother Hoffa:

- Keep us in the NMFA. Bring DHL white paper contracts into that agreement.
- Bring DHL stewards on to the bargaining team.
- Remove Brad Slawson as chief negotiator and name a local officer who represents DHL Teamsters under the NMFA.

A unified membership can win a fair and decent contract. That takes organization. Go to www.dhlteamstersforum.com and become part of the network. Together we can win our fair share of this billion-dollar corporation.

Keep the heat on!

**Mark Woods, Local 249
DHL, Pittsburgh**

Time to Ratchet Up the Pressure

"Starting right now we, stewards and concerned DHL Teamsters, are going to ratchet up the pressure. The rank and file are the union, and if we stick together, we will win a national contract to benefit every Teamster and stay in the NMFA.

"In less than a month we've already derailed the train that was a sell-out contract. We need every DHL Teamster, including those at the gateways and white paper contracts.

"We've started a national network and will continue to hold national conference calls. Last but not least we should put all political stuff aside for now and come together for a strong NMFA. United, the rank and file will win.

"DHL and IBT: This is only the beginning. There's a lot more to come."

**Bob Martinez, Local 70 Steward
DHL, Oakland, Calif.**

[This comment is reprinted from www.dhlteamsterforum.com]

Central States Assets Are Up

Letting UPS Withdraw Would Weaken Our Union's Power

The assets of the Central States Pension Fund are on the rise and our union will lose long-term power in dealing with management if we let UPS split from the fund. Those are the findings of pension experts and industry observers according to a report in this month's *Traffic World* magazine.

That's exactly why our union should reject UPS's bid to break up the Central States fund. Instead, we should be negotiating benefit improvements that will immediately restore affordable healthcare and provide a roadmap to higher pension benefits as Central States continues to improve.

Consider these facts reported by *Traffic World*, a leading industry publication read by shippers and investors:

- ▶ "The Central States Pension Plan shows significant increase in assets" with an estimated "\$700 million increase in assets through the first six months of the year."
- ▶ "Central States' total assets—about \$21.4 billion—represent a significant increase over the \$18.7 billion reported by the fund in 2005....The total could tally \$22 billion by the year's end."
- ▶ "The ratio of active Teamsters to

retirees has almost stabilized. There are 212,000 retirees and 146,000 active (full-time) Teamsters."

These figures all come from the June Central States Fund's Financial and Analytical Information report—and they have pension experts optimistic.

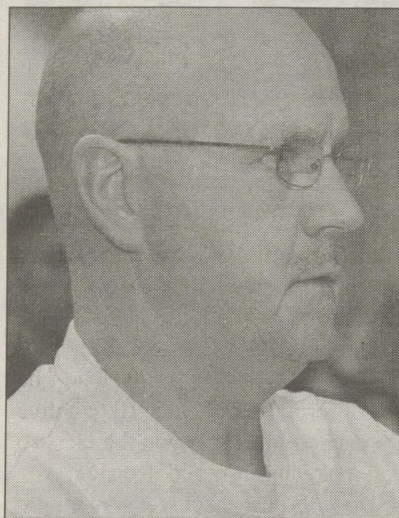
UPS Teamsters who suffered pension cuts and saw our fund's assets drop might wonder, "What's happening here?" Part of the answer is that the 2003 benefit cuts helped restore the fund's assets. But pension experts also say "Multi-employer funds usually run in cycles."

"They're working their way back," from the post 9-11 stock market slump, says pension expert Michael Cagnina, who manages \$199 billion in pension assets for nearly 500 clients.

UPS wants to break out of the Central States plan to save billions in benefit costs—a move that would reduce our union's long-term power in dealing with the company.

"It is the Teamsters' pension—and particularly the multiemployer plan—that gives the union much of its draw and power," industry analysts told *Traffic World*.

"It would take away from the union's voice—the workers' voice," pension manager Michael Cagnina said.



Wes Epperson
Local 41, UPS Feeder
Kansas City, Mo.

Members Won't Stand for a Sell-Out Pension Deal

"UPS wanted to take over our pension in 1997. But we said No, and for three weeks we showed real unity and power—and we won record improvements in our pension."

"How can Hoffa even consider a UPS pullout from Central States? Why aren't local officers raising hell over this issue? There's deafening silence while Jimmy and Kenny work out a 'deal.' Teamster members won't stand for any sell-out contract. A UPS pension plan didn't make sense in 1997 and still doesn't in 2007."

Will the Real Teamster Leaders Please Stand Up?

"It is the Teamsters' pension—and particularly the multi-employer plan—that gives the union much of its draw and power, industry observers say." —Traffic World Magazine, August 17, 2007

Every Teamster officer should know that, and most of them do. So why isn't there a huge outcry from our union leaders against UPS's move to split the Central States Pension Plan?

Where are the leaders in the Freight Division and our International Vice Presidents? Where are the heads of Joint Councils and local unions within the Central and Southern Regions?

The silence from the Teamster leader-

ship is deafening. Why is it left to TDU, the reform movement, to lead the fight in basic defense of our pension plans?

Most Teamster officers know that letting UPS leave the Central States fund will weaken our union's power against management and hurt our members—but they remain silent. There's a word for this silence: cowardice. This union was not built on fear. It's time for officers to stand up and be counted.

To see the complete *Traffic World* report or the Central States' latest Financial and Analytical Report, visit www.tdu.org or contact TDU for a copy.

Note that Central States' financial report is only available because TDU members went to court and forced the fund to reveal this information, which TDU makes available to participants.

Central States Pension Improvements

Rising Employer Contributions Mean Higher Pension

If UPS or ABF or any other corporation says they will do better than a \$3,000 pension at 30 years, keep in mind that with the increased funding, that's not hard to do. The Central States Fund is paying that now—and will be paying a lot more in a few years.

A Teamster under the national contracts, or contracts with similar pension contributions, now accrues \$132 per month pension for each year of service. And in four years, that accrual will be at least \$174 per month pension for each year of service. And going up each year after that.

Those amounts are only payable in full at age 62, because of the cuts Central States imposed at the beginning of 2004 in 30-and-out benefits. For each year

under age 62 that a Teamster retires, that amount is cut by six percent. For example, if you retire at age 58, you have to cut that amount by 24 percent.

In four years, the accrual rate will be at least \$174 per month pension for each year of service. And going up each year after.

So if you retire at 58 this year, you lose 24 percent of that \$132 and get \$100 for this year. But in four years, you can

retire at 58 and accrue about \$132, which is 24 percent off of \$174.

Timetable to Restore Teamster Benefits

TDU is urging all Teamsters to demand that the trustees of Central States give us a timetable or benchmarks that lead to restoration of unreduced 30-and-out pensions that our union fought hard to win. We should not settle the UPS contract without the immediate restoration of affordable healthcare and a roadmap for eliminating the six percent early retirement penalty.

Our pensions are going up. There is more money going into the fund, lots more. A few years ago the Central States

took in \$1 billion per year from employers. Now it takes in \$1.5 billion and in four years it will reach \$2 billion. The assets of the fund are going up.

So if UPS or ABF or any other employer tells you about some great pension they will offer, keep in mind that they may be comparing what they'll give you in the future to what you can get now in the Teamster pension plan.

UPS's first pension offer included a \$3,000 a month after 30 years of service. In four years, the Central States plan will pay \$5,220 a month for a new Teamster who puts in 30 years of service.

We need to be smart, check the numbers and not fall for a corporate sales job—especially with the future of our pension funds and union at stake.

UPSers Eye Early Deal

Sept. 19 will mark the one-year anniversary of the most secretive UPS contract negotiations in Teamster history. Before the month is out, Teamsters at UPS may have a contract to vote on.

Teamsters at UPS need to be prepared to evaluate any offer carefully to make sure it includes the improvements in wages, benefits and contract language that members deserve.

UPS management has a proven track record of floating weak offers to see if we'll bite. In 1997, we rejected management's "Last, Best and Final" offer and won 10,000 new full-time jobs and record wage and pension improvements.

In 2002, Hoffa and Hall settled two weeks early. Their "Best Contract Ever" resulted in the worst benefit cuts in Teamster history.

The slow pace of negotiations and the

"Brownout" on information have been designed to lower membership expectations. But the pressure is on the company, not us. Shippers and stockholders are pressuring UPS to settle early. This gives us leverage.

If UPS comes up short, there is no reason for us to accept a weak contract. With our current contract in place until July 31, 2008, we can vote No and send our negotiators back to the table.

Last contract, we settled two weeks early and came to regret it. We should not settle many months early this time unless we're sure we've made UPS deliver.

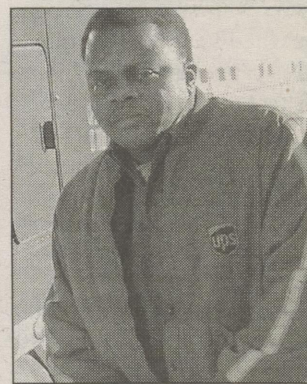
Our future is on the line. Get informed and get involved. As contract talks heat up, TDU and *Make UPS Deliver* will be sharing information. When a tentative deal is reached, we'll get you the facts so you can make an informed decision.

Stay in the loop. Contact the TDU UPS Network at (313) 842-2600 and sign up for contract updates at www.MakeUPSDeliver.org.

Look Before We Ratify

"Members are right to be concerned about what's going to happen with our pension but we can't lose sight of all the other issues. Look at the language on 9.5 and forced overtime, 22.3 combo jobs, and supervisors working that are crucial to evaluating any tentative agreement. Remember the 'Best Contract Ever'? Let's take the time to understand all the issues before ratifying any agreement."

**Darwin Moore, UPS Package Car Steward
Local 243, Pontiac, Mich.**



'Last, Best & Final Offer'? Don't Settle Short This Year

"In 1997, the company told us to take their 'Last, Best and Final offer.' We said 'No Way' and won record pension increases and full-time jobs. The strike didn't just give us a better contract. It gave us courage and dignity. Let's keep that alive. Don't settle short this year. We have to hold out for the best offer."

**Martino Taylor, UPS Feeder
Local 667, Memphis**

UPS Attacks Full-Time Jobs

In 1997, Teamsters at UPS made history by forcing the company to create 10,000 new full-time jobs by combining 20,000 part-time jobs. Now UPS is trying to turn back the clock by stopping new full-time job creation—and even eliminating existing full-time jobs.

Ask Nicky Gladwin. In April, UPS management at the San Marcos hub in San Diego told this combo worker and 11-year Teamster that she was being laid off and reduced to part time. Within days, she was dropped to 25 hours a week.

Combo workers are being laid off and dropped to part time.

Gladwin is not alone. UPS Teamsters from San Diego to Spokane report the same problem: combo workers being laid off while part-time Teamsters with less seniority work full-time hours.

Under Article 22.3, the company cannot eliminate combo jobs without proving a loss of volume. Gladwin has steadily filed grievances, but five months later she is still working part time.

"When I got my full-time job, I thought this is it. I'll be able stop living paycheck to paycheck," Gladwin said. "I saved money and was going to start shopping for a home this summer. Now, the

rug has been pulled out from under me. My life has been put on hold.

"The idea of our contract was to create full-time jobs, not to eliminate them. If we let UPS continue to get away with this, that will be the end of combo jobs. Our union needs to take a stand," Gladwin said.

Violating Article 22.3

In metro Philly, UPS is taking a different tack to violate its obligations under our contract to create full-time jobs.

At the Willow Grove (Local 384) and Lawnside (Local 676) facilities, management is creating so-called Article 22.3 jobs that include shifting as a portion of their day.

But Article 22.3 states that "new full-time jobs" are to be created "from existing part-time jobs." Neither local had existing part-time shifter positions.

The idea behind Article 22.3 was not just to create full-time jobs—but to increase the ratio of full-time to part-time jobs by combining part-time positions. Without this language, there would be 40,000 more part-time jobs and 20,000 fewer full-time jobs at UPS today.

Local 384 feeder drivers have written the International Union to protest the improper side deal between their local and UPS management.

Draw the Line at the Bargaining Table

Management wants to turn back the clock on full-time job creation at UPS. We can't let that happen.

Our union needs an action plan for good full-time jobs at UPS:

1) Create a minimum of 10,000 full-time jobs in the contract by combining 20,000 positions. This is the minimum. A higher goal of 15,000 is achievable.

Teamster Fired for Working During Lunch

Language Needed to Protect Drivers from Spy Technology

As previously reported in *Convoy*, UPS is preparing to implement new technology that will enable management to monitor drivers like never before.

Our National Negotiating Committee began negotiations by submitting strong new language to protect Teamsters from discipline resulting from the new spy technology. UPS Teamsters need to make sure this language is in the final agreement.

The case of Local 391 Teamster Ron Revels—a 21-year Teamster who was fired for cutting his lunch short to help the company—shows why this new contract language is so important.

On July 12, Revels entered a one-hour lunch into his DIAD. But realizing that he would miss business stops, he cut his lunch short. Revels made his business stops. But rather than thanking him, management fired him—after they spotted that Revels had activity on his DIAD during his lunch break.

2) Improve combo jobs by increasing the rate of pay and strengthening seniority and bidding rights.

3) Enforce the contract by stopping side deals that violate Article 22.3 and returning all laid-off combo workers to full-time with full back-pay.

UPS management is under pressure to settle our contract early. This gives us leverage to win more and better full-time jobs. It's up to UPS Teamsters to make sure our union leadership doesn't settle short.

ing his lunch break.

The termination defies common sense and violates Article 37 language that says "No employee shall be disciplined for exceeding personal time based on data received from the DIAD/IVIS or other information technology."

It also shows why stronger protections from technology abuse—and stronger contract enforcement—are needed.

The National Negotiating Committee proposed language that would ban management from using information obtained solely from the DIAD, GPS or any monitoring technology as evidence that an employee violated the contract or company policy.

We need to make sure this new language is in any final agreement.

As we go to press, Revels has been returned to work—but without back pay for the six weeks he missed while terminated.

Help Defend Full-Time Jobs

If Article 22.3 (combo) workers have been laid off in your area, contact TDU and let us know. Write us at info@tdu.org or call (313)842-2600. Together, we can enforce the contract.

\$150,000 Club

Name	City	Total Salary	Total Comp.	Affiliations	Name	City	Total Salary	Total Comp.	Affiliations
John Coli	Chicago	333,631	360,510	JC 25, L 727	Ernest Yates	Daly City, Calif.	175,198	185,530	INTL, JC 7, L 665
Thomas O'Donnell, Sr.	Lake Success, N.Y.	305,943	335,430	INTL, L 817	Dan Kane, Sr.	Jamaica, N.Y.	174,977	198,338	INTL, L 111, L 522
Ernest Sowell	Indianapolis	295,278	296,206	INTL, L 747	Alphonse Rispoli	Mountainside, N.J.	174,538	187,807	JC 73, L 863
Patrick Flynn	Chicago	268,296	315,281	INTL, JC 25, L 710	Danny Barton	Indianapolis	173,981	186,628	INTL, JC 69, L 135
James Hoffa	Washington	268,295	335,657	INTL	Gary Witlen	Washington	173,600	186,687	INTL
James Dawes	Chicago	268,295	279,000	L 710	William Lichtenwald	Toledo, Ohio	173,441	203,637	INTL, OH, JC 44, L 20
James Santangelo	El Monte, Calif.	268,209	291,650	INTL, JC 42, L 848	John Harren	So. El Monte, Calif.	172,541	187,650	JC 42, L 986
Fred Gegare	Greenbay, Wis.	264,540	292,533	INTL, JC 39, L 75	Jos. Wojciechowski	Scarsdale, N.Y.	172,154	199,466	BR, JC 16, L 812
Carroll Haynes	New York	257,131	295,071	INTL, L 237	Henry Perry, Jr.	Memphis, Tenn.	171,472	198,906	INTL, JC 88*, L 667
Louis Smith	New York	249,736	269,279	JC 16, L 810	Richard Bell	Washington	169,934	190,494	INTL
Randy Cammack	Covina, Calif.	245,996	274,480	INTL, JC 42, L 63	Ralph Taurone	Sal Lake City	169,517	194,709	INTL, JC 3, L 222
Leo Reed	N. Hollywood, Calif.	244,914	269,965	INTL, L 399	Lawrence Brennan	Detroit	169,102	200,701	INTL, JC 43, L 337
C. Thomas Keegel	Washington	243,493	297,583	INTL	Allen Hobart	Yakima, Wash.	167,799	203,708	INTL, JC 28, L 760
Jack Cipriani	Greensboro, N.C.	239,633	261,541	INTL, JC 9, L 391	John Williams	Seattle	166,230	195,750	INTL, JC 28, L 117
Terrence Hancock	Burr Ridge, Ill.	239,098	244,775	INTL, JC 25, L 731	Patrick Lopresti	New York	165,889	189,737	GCC 1-L
Chuck Mack III	Oakland, Calif.	234,347	264,927	INTL, JC 7, L 70	Willie Smith	Jackson, Miss.	163,338	181,920	INTL, JC87, L 891, L 988*
Robert Hogan	Berwyn, Ill.	232,043	251,749	JC 25, L 714	Anthony Cousimano	N. Hollywood, Calif.	162,260	182,222	INTL, L 399
Steve Mack	Hayward, Calif.	230,028	264,340	INTL, JC 7, L 78	Anthony Cornelius	Green Bay, Wis.	162,135	176,678	INTL, JC 39, L 75
Richard Middleton	Carson, Calif.	225,873	253,062	INTL, L 572	Frank Perkins	San Antonio	160,180	190,704	INTL, JC 58, L 657
Walter Lytle	Fort Wayne, Ind.	221,666	245,911	INTL, L 414	Robert Walston	Chicago	159,096	176,301	L 743
Kenneth Wood	Tampa, Fla.	220,546	246,839	INTL, GA-FL, L 79	Richard Hendershot	New York	158,683	195,726	L 237
Gary La Barbera	Lake Success, N.Y.	209,686	233,579	JC 16, L 282	Thomas Custer	West Chicago, Ill.	157,725	164,286	JC 25, L 673
Robert Lennox	Pico Rivera, Calif.	206,693	227,652	INTL, JC 42, L 495	Patricia Stryker	New York	157,635	167,199	L 237
David Loughton	Manchester, N.H.	203,165	230,161	INTL, BR, JC 10, L 633	Howard Redmond	Long Island City, N.Y.	157,477	160,828	INTL, L 804
George Miranda	New York	201,495	222,382	INTL, JC 16, L 210	George Tedeschi	Washington	157,452	185,975	GCC
Fred Zuckerman	Louisville, Ky.	199,225	246,569	INTL, JC 94, KY-WV, L 89	Gerald Ranita	Long Island City, N.Y.	157,329	159,390	L 804
Michael Sweeney	Chicago	198,652	212,465	L 710	Greg Nowak	Detroit	157,091	195,631	INTL, JC 43, L 1038
Ryan Sherard	Fullerton, Calif.	196,884	221,859	INTL, GCC DC 2, JC 42	Frank Gillen	Philadelphia	156,796	169,704	JC 53, PA, L 500
Robert White	Joliet, Ill.	196,811	217,121	INTL, JC 25, L 179	Mary Lou Salmeron	So. El Monte, Calif.	156,752	159,090	INTL, L 986
Fred Correll	Fullerton, Calif.	192,144	214,979	GCC, GCC DC 2	Edward Doyle Jr.	Elmsford, N.Y.	156,185	164,417	L 456
Richard Volpe	New Hyde Park, N.Y.	191,710	221,987	INTL, L 550	Victor Shada	Sacramento, Calif.	156,182	162,603	JC 38, L 228, L 150
Harry Nespoli	New York	191,000	193,000	JC 16, L 831*	Gerard Siblano	New York	156,049	167,404	GCC L 119
Thomas O'Donnell, Jr.	Lake Success, N.Y.	188,800	224,624	L 817	James McCall	Washington	155,615	171,501	INTL
Ken Hall	Charleston, W. Va.	186,599	206,726	INTL, KY-WV, L 175	John Dulczak	Philadelphia	154,855	164,965	L 837
Stuart Mundy	East Providence, R.I.	186,216	207,733	INTL, JC 10, L 251	Daniel Hannah	El Paso, Texas	154,762	184,754	BLET UP (WEST LINES)
James Hogan	Berwyn, Ill.	185,605	202,970	L 714	Phil Young	Washington	154,626	174,509	INTL
Robert Morales	Daly City, Calif.	184,491	190,704	INTL, JC 7, L 350	Robert Friend	Louisville, Ky.	153,838	155,244	L 2727
John Perry	South Boston, Mass.	182,200	192,296	INTL, JC 10, L 82	Leo Deaner	Washington	153,802	171,859	INTL
Rome Aloise	San Leandro, Calif.	181,645	216,552	INTL, JC 7, L 853	Ron Herrera	Covina, Calif.	153,510	169,578	INTL, L 396
Jerry Vincent	Louisville, Ky.	181,503	184,996	JC 94, KY-WV, L 783	Rigoberto Tirado	Pico Rivera, Calif.	152,824	171,779	INTL, L 495
Don Hahs	Cleveland	179,942	222,326	INTL, BLET	Val Fiorillo	Mountainside, N.J.	151,740	175,759	L 863
Brad Slawson, Sr.	St. Paul, Minn.	179,827	217,535	INTL, JC 32, L 120	Harry Dellinger Jr.	Washington	151,655	174,906	INTL
Roger Insprucker	Cincinnati	179,729	207,365	INTL, OH, JC 26, L 114	Joseph Bairos	East Providence, R.I.	151,649	172,281	INTL, L 251
Tyson Johnson	Washington	179,432	208,478	INTL	Frank Gallegos	Salinas, Calif.	151,569	183,753	INTL, JC 7, L 890
Robert Bouvier	Washington	178,161	187,779	INTL	Thomas Sperlazzo	Long Island City, N.Y.	150,628	152,235	L 804
Fredrick Potter	Hazlet, N.J.	177,800	189,892	INTL, L 469	Joseph Bennetta	Bridgeport, Conn.	150,380	163,948	INTL, L 191
Becky Strzechowski	Chicago	176,762	196,717	L 727	Joseph Molinero	Pittsburgh	150,090	179,747	INTL, PA, NMC, PMD, L 211
William Woldman	Burr Ridge, Ill.	175,870	177,042	L 731	Richard Smith	Des Plaines, Ill.	150,000	158,577	L 781

Official Salaries Over \$100,000

Name	City	Total Salary	Total Comp.	Affiliations	Name	City	Total Salary	Total Comp.	Affiliations
Edward Rodzicz	Cleveland	149,901	187,670	INTL, BLET	Michael McLaughlin	San Bruno, Calif.	137,019	152,533	INTL, L 856
Andrew Marshall	Phoenix	149,123	166,054	INTL, JC 3, L 104	Charles Harple	Washington	136,727	158,073	INTL
Michael Mathis	Washington	148,697	172,184	INTL	Kevin Moore	Detroit	136,369	168,743	INTL, L 299
Ernest Soehl	North Brunswick, N.J.	148,100	169,903	INTL, L 701	David Robinson	Saginaw, Mich.	135,615	163,298	INTL, JC 43, L 486
Donna Santoro	New York	147,113	163,647	L 810	William Hamilton	Philadelphia	135,172	166,872	INTL, JC 53, L 107
Francis Connolly, Jr.	Lake Success, N.Y.	146,717	164,022	L 817	Michael Bove	New York	134,926	136,926	L 831*
Patrick Kelly	Orange, Calif.	146,424	163,081	L 952	Robert Bayusik	New Haven, Conn.	134,900	151,197	L 443
Lawrence Kudla	Lake Success, N.Y.	146,175	171,663	L 282	William Buhler	Long Island City, N.Y.	134,602	135,317	L 804
Thomas Gesualdi	Lake Success, N.Y.	146,175	175,217	L 282	Anthony Caifano	New York	134,400	154,461	GCC 1-L
Keith Gleason	Peoria, Ill.	146,120	153,700	INTL, JC 65, L 627	Dennis Raymond	Waterbury, Conn.	134,349	148,721	INTL, L 677
Michael Scott	North Miami, Fla.	144,648	151,701	INTL, GA-FL, L 769	Ken Bryant	Dallas	134,208	160,222	INTL, JC 80, L 745
Paul Kenny	Los Angeles	144,301	174,617	L 630	Frank Laquidara	Long Island City, N.Y.	134,190	134,927	L 804
Robert Combine	Louisville, Ky.	143,802	146,702	KY-WV, L 2727	Thomas Connolly	Long Island City, N.Y.	134,017	135,183	L 804
Michael Coli	Chicago	143,622	152,102	L 727	Patrick Defelice	Long Island City, N.Y.	133,905	135,814	L 804
Lucio Reyes	Stockton, Calif.	143,361	166,405	INTL, CA CC, JC 38, L 601	Angelo Guarella	Long Island City, N.Y.	133,894	135,137	L 804
Edmund Kane	New York	143,205	162,851	L 237	Dominic Tocco Jr.	Cleveland	133,891	152,930	JC 41, OH, L 416
Brian Rainville	Chicago	143,025	164,172	INTL, JC 25	Jim Minisci	Orange, Calif.	133,792	147,741	L 578
John Murphy	Boston	142,377	170,973	INTL, L 122	Anthony Donato	Long Island City, N.Y.	133,446	134,964	L 804
Charles Byrnes	Pittsburgh	142,220	175,790	INTL, JC 40, L 926	Cheryl Johnson	Washington	132,613	184,901	INTL
Dan Kane, Jr.	Bronx, N.Y.	141,836	153,007	INTL, JC 16, L 202	Kenneth Lange	St. Louis	132,406	140,760	MO/KS, JC 13, L 6
Louis Bisignano	Lake Success, N.Y.	141,637	163,413	L 282	Walter Schuler	Detroit	132,150	146,294	JC 43, L 247
Garnet Zimmerman	Washington	141,474	161,752	INTL	John Burns	New York	131,765	142,087	L 237
Robert Machado	Lake Success, N.Y.	140,762	140,762	L 282	William Leary	Long Island City, N.Y.	131,631	133,504	L 804
Dennis Watson	Carson, Calif.	140,574	148,718	L 572	Michael B. Haffner	Waukegan, Ill.	131,574	147,325	L 301
Thomas Clair	Chicago	140,261	175,165	L 726	William Walpert	Cleveland	131,391	168,757	BLET
Angelo Depietto	New York	138,075	140,075	L 831*	Evaristo Pabon, Jr.	New York	131,051	147,106	L 237
Anthony Magrene	Long Island City, N.Y.	137,268	140,133	L 804	Michael Kenny	Anchorage, Alaska	130,868	156,729	L 959

Continued on page 8

Spend Dues to Defend Members' Contracts and Benefits

\$150,000 Club Study Shows Where to Cut the Fat

Teamster contracts and benefit funds are under attack—and our union's power is on the decline. But salaries for top Teamster officials remain on the rise, draining dues that could be used to organize the nonunion competition and rebuild Teamster Power.

Those are the findings of a comprehensive analysis of Teamster financial documents and officer compensation by the Teamster Rank and File Education and Legal Defense Foundation (TRF).

In 2006, the Hoffa administration shattered its previous records in several categories including:

- total pay going to the union's highest paid officials;
- number of officers making more than \$150,000;
- the number of multiple salaries paid by the International to officers already making at least one union salary.

The great majority of Teamster principal officers of locals make less than \$100,000 a year. But there are numerous exceptions—and you'll find all of them here. In addition to the \$150,000 Club, we list every Teamster official who has a total salary over \$100,000. No partisanship and no exceptions.

This year's analysis reveals that more than \$20 million in Teamster dues was paid last year to the highest paid Teamster officials, each of whom bags \$150,000 or more a year.

In all, 96 Teamster officials now belong to this \$150,000 Club—a 23 increase in the last year alone. Twenty-five officials now make more than \$200,000 a year.

Twenty-two members of Hoffa's General Executive Board are in the \$150,000 Club—along with numerous Hoffa appointees.

Multiple Salaries

For the last 30 years, members and concerned officers have organized to reform our union's financial priorities. Multiple salaries have been at the center of that struggle.

In 1990, when TDU printed the multiple salaries of several candidates for International office, they were quietly dropped from their slate and retired. In 1993, General President Ron Carey eliminated 65 multiple salaries in one day by abolishing the Area Conferences. By 1998, only 16 officials on the IBT payroll got a multiple salary.

Since taking office, Hoffa has reversed that trend. Last year, 179 officials on the International Union payroll received multiple Teamster salaries—a new record and a 1,018 percent increase during Hoffa's tenure. Altogether, the International paid more than \$8.5 million in multiple salaries.

Hoffa uses these multiple salaries to reward his political supporters—and to punish dissenters. Last year, Hoffa fired Larry Brennan—the Michigan Teamster who made Hoffa eligible to run for General President by giving him a no-show job—for showing insufficient loyalty during Hoffa's reelection campaign.

Hoffa also fired Eastern Region Freight Director Dan Virtue in retaliation for running for Eastern Region Vice President. That retaliatory firing is now under review by the U.S. Department of Justice.

Cost of Hoffa's Broken Promises

When Hoffa first ran for General President, he promised to “cut and cap” Teamster salaries at \$150,000 a year, but when the Hoffa train left the station, the platform stayed behind. Reform delegates to the 2006 Teamster Convention tried to amend the constitution to include these reforms, but Hoffa directed his supporters to vote against his own campaign promise.

TRF's financial analysis reveals that the cost of this broken promise was \$3.75 million for 2006 alone.

Hoffa also promised to “eliminate expensive International Union perks,” including the IBT's practice of paying the employee portion of social security taxes. This amounts to a 7.65 percent tax on

Free Up Millions in Wasted Dues

“Our contracts and benefits are under attack—and we need to put the full resources of our union to work defending working Teamsters and organizing the nonunion competition. The \$150,000 Club report shows where our union could free up millions in dues waste. Teamster members need to demand that our leaders eliminate the pork and use our dues to rebuild Teamster Power.”

Delores Bowden
Local 726, Chicago



Teamster members and hidden extra compensation for International officials. For the 178 International officials making \$100,000 a year or more, this cost Teamsters nearly \$1 million last year alone.

If Hoffa had kept his “cut and cap” promises, our union would have saved \$20 million during his tenure in office.

Rank-and-File Pressure Can Change Priorities

For 28 years, TDU has published the facts to let members decide for themselves whether our union's financial priorities are on the right track.

Armed with the facts, Teamsters have

mobilized to cut the fat and direct our union's resources to programs that build Teamster power.

When TDU first published the \$100,000 Club, General President Jackie Presser's salary was over \$500,000. In today's dollars, that would be over \$1 million. Those days are past.

These financial savings are the direct result of rank-and-file pressure—but they're not enough.

With corporations attacking our contracts and benefits, we need to keep the pressure to make sure our dues money is put to work defending working Teamsters—not subsidizing a corporate lifestyle for top Teamster officials.

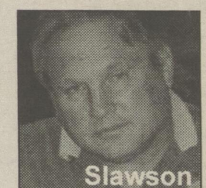
Defending Our Contracts and Benefits?

Some of our union's highest-paid officials are the ones who are failing to defend our master contracts and benefits.

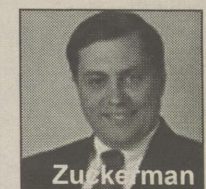
► **Ken Hall** is threatening to allow UPS to devastate Teamster pensions by pulling 43,000 Teamsters out of the Central States plan. He easily made the Club at \$206,726. (This total compensation does not include Hall's generous multiple pensions.)



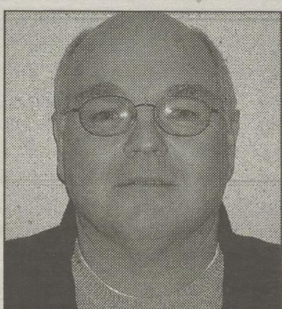
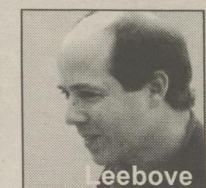
► **Brad Slawson, Sr.**, secretly negotiated a concessionary master contract at DHL until an uproar from angry Teamsters forced Hoffa to back off. He bagged a cool \$215,935 last year. Slawson's giveback contract with DHL included an expansion in part-time jobs. That seems fitting: with three salaried Teamster positions, Slawson knows something about part-time work himself.



► Carhaul Director **Fred Zuckerman's** total compensation rose by 17 percent last year. Zuckerman and Hoffa recently teamed up to push through a wage cut at the Teamsters largest carhaul employer of—you guessed it—17 percent.



► **Richard Leebove** isn't a Teamster official. He's the spin doctor the Hoffa team turns to attack rank-and-file Teamsters who are organizing against pension cuts. Despite never working a day in his life as a Teamster, Leebove walked away with \$274,163 in members' dues money last year, paid not in salary but in fees.



A Well-Deserved Raise?

“Fred Zuckerman got a 17 percent raise. And I cut got a 17 percent pay cut—thanks to him. When you pay officials this much, they all forget quick where they come from.”

Mike Boudreau
Local 332, Allied
Flint, Mich.

Official Salaries Over \$100,000 Club (cont.)

Name	City	Total Salary	Total Comp.	Affiliations	Name	City	Total Salary	Total Comp.	Affiliations
Robert Lacey	Washington	130,859	164,772	GCC	Daniel Virtue	Harrisburg, Pa.	119,188	134,332	INTL, L 776
Paul Cardullo	Philadelphia	130,819	146,001	PA, JC 53, L 929	Daniel Kreiser	Trenton, N.J.	119,073	122,952	L 35
Jeffrey Farmer	Washington	130,526	159,001	INTL	Dennis Hands	Racine, Wis.	119,036	133,835	INTL, JC 43
Donald Dileo	Union, N.J.	130,375	134,916	JC 73, L 408	Charles Rightnowar	N. Little Rock, Ark.	118,907	118,907	BLET UP (CENTRAL REG)
Louis Miller	St. Paul, Minn.	130,361	162,135	INTL, L 120, L 1145	Robert Doss	Covina, Calif.	118,850	142,652	INTL, L 63
Dennis Hart	Hayward, Calif.	130,351	152,217	INTL, BR, L 78	Gerald Godin	Charlestown, Mass.	118,735	128,833	L 379
John Lisner	Burr Ridge, Ill.	130,240	134,458	L 731	Charles Easley	Waukegan, Ill.	118,422	133,079	L 301
Dale Bolt	Burr Ridge, Ill.	130,240	133,591	L 731	Joseph Mattesi	New York City	118,250	135,491	L 272
John Heffernan	New York	129,922	134,259	GCC L 2	Fred Alston	New York City, N.Y.	118,250	136,660	L 272
Michael Stapleton	Orlando, Fla.	129,878	145,121	INTL, GA-FL, L 385	Eddie Allers	New York City	118,250	135,572	L 272
Thomas Marchetti	N. Hollywood, Calif.	129,700	152,180	L 399	Joseph Valenti	Detroit	117,900	143,047	L 214
Steven Vairma	Denver	129,377	149,539	INTL, JC 3, L 435	Spencer Thal	Seattle	117,878	131,390	L 117
John Mascali	New York	129,225	160,442	L 810	Howard Wells	Collingswood, N.J.	117,870	128,637	L 676
Ed Keyser	Washington	129,192	154,187	INTL	Brad Slawson, Jr.	St. Paul, Minn.	117,475	138,946	L 120, L 1145
Bret Caldwell	Washington	129,149	156,822	INTL	Thomas Aloisio	Detroit	117,450	129,695	L 247
Denis Taylor	Baltimore	129,139	142,959	INTL, JC 62, L 355	Mark Kenny	Cherry Hill, N.J.	117,399	131,254	BLET AMTRAK
Michael Manley	Washington	129,072	140,617	INTL	Bruce Vivadelli	Mountainside, N.J.	117,260	129,089	L 863
George Dipilato	Philadelphia	128,578	161,324	L 502*	Susan Mauren	Minneapolis	117,031	157,276	INTL, JC 32, L 320*
John P. Mahoney	Charlestown, Mass.	135,982	145,768	INTL, L 369	Robert Keller	Norristown, Pa.	116,995	132,668	L 384
Raymond Whitmer	Long Beach, Calif.	127,920	142,949	L 911	Roger Carbo	New York	116,949	118,683	GCC L 2
Louis Sanchez	Mountainside, N.J.	127,920	138,915	L 863	Michael Simeone	Denver	116,941	134,136	JC 3, L 17
Joseph Gurreri	New York	127,771	164,797	GCC L 51	Jose Monjaras	Long Beach, Calif.	116,698	131,529	L 911
Gerald Gross	South Easton, Mass.	127,734	149,693	JC 10, L 653	Chip Roth	Greensboro, N.C.	116,534	153,594	INTL, L 391
Thomas Rosano	Scarsdale, N.Y.	127,731	160,234	L 812	Sylvia Garza	Los Angeles	116,524	138,046	L 630
Warren Marsh	Scarsdale, N.Y.	127,731	158,244	L 812	Wahn Comeau	Worcester, Mass.	116,438	122,560	L 170
Sandra Weaver	Washington	127,575	188,663	INTL, GCC	Anthony Judge	Chicago	116,347	132,041	L 706
Albert Mixon	Cleveland	127,475	132,964	INTL, JC 41, L 507	John A. Murphy	Boston	116,293	120,352	L 25*
John Gerow	Union, N.J.	127,359	135,651	L 97	Donnie Martin	Kansas City, Mo.	116,163	120,252	L 41
Kenneth Brantley	Chicago	127,329	161,504	L 726	Jerry Graham	Kansas City, Mo.	116,163	122,906	L 41
Ray Wallace	Powell, Tenn.	127,258	141,140	BLET NS (SOUTH)	Theodore Uniatowski	Chester, Pa.	115,920	126,684	INTL, L 312
Richard Stern	Washington	127,240	146,492	INTL	Kevin Reddy	East Providence, R.I.	115,856	132,002	L 251
Ronald Germana	New York	127,133	148,817	L 237	Jose Galvan	Chicago	115,715	129,177	INTL, L 743
Wendell Shepherd	Lake Success, N.Y.	127,109	142,787	L 282	Jesus Gonzalez	Los Angeles	115,698	134,405	L 630
Anthony Pirozzi	Lake Success, N.Y.	127,109	145,205	L 282	Matthew Condron	Norristown, Pa.	115,342	126,463	L 384
Dominick Marrocco	Lake Success, N.Y.	127,109	140,600	L 282	Martin Perez	Covina, Calif.	115,280	132,929	INTL, L 63
Paul Luddine	Lake Success, N.Y.	127,109	145,610	L 282	Michael Brya	Waukegan, Ill.	114,918	132,851	L 301
Anthony D'Aquila III	Lake Success, N.Y.	127,109	144,962	L 282	John Koonce	Salem, Ill.	114,786	119,968	BLET ICRR
Steve Dayan	North Hollywood, Calif.	126,455	142,699	L 399	Robert Ryder	Fort Washington, Pa.	114,711	139,721	INTL, L 463
Robert Warnock	South Bend, Ind.	125,501	132,489	JC 69, L 364	James Smith, Jr.	Philadelphia	114,700	127,349	JC 53, L 115
Thomas Malone	Scarsdale, N.Y.	125,365	157,895	L 812	Sydney Goldstein	Elmsford, N.Y.	114,645	127,060	L 456
John Falzone	Chicago	125,283	159,350	L 726	John Tolman	Cleveland	114,622	151,533	BLET
Robert Roberge	Elmsford, N.Y.	125,027	136,216	L 456	Paul Wingo Jr	Cleveland	114,558	139,425	BLET
Randall Peterson	N. Hollywood, Calif.	124,894	154,295	L 399	Raymond Holmes	Cleveland	114,558	180,072	BLET
Neil Ditchek	Washington	124,874	134,598	INTL	Leo Carroll	Springfield, Ill.	114,542	145,335	INTL, L 916
Donald Arnold	New York	124,812	153,305	L 237	James Carson	South Portland, Maine	114,463	125,646	JC 10, L 340
Robert Hahn	Orange, Calif.	124,533	142,646	L 952	Aaron Sawyer	Washington	114,357	135,803	INTL, L 922
Frederick McLuckie	Washington	124,385	141,422	INTL	Robert Gaines	Norristown, Pa.	114,204	124,014	L 384
Genaro Rodriguez	Berwyn, Ill.	124,361	144,770	L 714	Paul Lovinus	Milwaukee	114,187	121,305	JC 39, L 344
Gilbert Gore	San Antonio	124,234	145,847	BLET UP (SOUTH REG)	Garry Collett	Danville, Ill.	114,140	124,406	JC 65, L 26
Daniel Cabada	Fullerton, Calif.	124,147	131,286	GCC DC 2	Carin Zelenko	Washington	114,106	130,409	INTL
John Bulgaro	Albany, N.Y.	123,859	153,138	INTL, BR, JC 18, L 294	Iain Gold	Washington	114,044	130,573	INTL
Jerry Putnam	Fort Worth, Texas	123,547	133,535	BR, JC 80, L 997	Carl Gentile	Worcester, Mass.	113,952	121,319	L 170
Thomas White	Joliet, Ill.	123,239	135,197	L 179	David McCarthy	Worcester, Mass.	113,942	127,425	L 170
Mitchell Masoner	N. Hollywood, Calif.	123,086	146,933	L 399	Michael Vendafred	Berwyn, Ill.	113,896	131,905	L 714
Malcolm Patterson, Jr.	New York	122,993	149,989	L 237	Christopher O'Donnell	Norristown, Pa.	113,884	124,904	L 384
Stephen Northup	Fullerton, Calif.	122,689	134,203	GCC DC 2	Cynthia Impala	Washington	113,738	134,934	INTL
Melvin Cavett	N. Hollywood, Calif.	122,638	148,284	L 399	Chester Mordasini	Long Beach, Calif.	113,665	129,282	L 911
Stephen Speagle	Cleveland	122,582	159,853	BLET	Randy Korgan	Covina, Calif.	113,600	131,733	INTL, L 63
Paul Sorrow	Cleveland	122,582	180,355	BLET	Paul Kozicki	Detroit	113,400	132,219	L 247
Richard Radek	Cleveland	122,582	178,028	BLET	James Peters	Worcester, Mass.	113,306	121,891	L 170
Edgar Pruitt Jr	Cleveland	122,582	179,358	BLET	Mark Gleason	Daly City, Calif.	113,173	124,711	L 665
Dale McPherson	Cleveland	122,582	157,547	BLET	Dan Bartholomew	Minneapolis	113,169	118,520	INTL, JC 32, L 289
Merle Geiger Jr	Cleveland	122,582	154,094	BLET	Gene Kreis	New York	113,076	128,081	GCC 1-L
Steven Labrie	East Providence, R.I.	122,411	133,894	L 251	Diana Franken	Salem, Ore.	112,792	121,421	JC 37, L 670
Harold McLaughlin	Kansas City, Mo.	122,292	126,761	JC 56, L 41	Warren Lucid	Waterbury, Conn.	112,560	124,621	L 677
Robert Weber	Milwaukee	122,251	141,441	INTL, L 344	John Capobianco	Waterbury, Conn.	112,560	125,005	L 677
Nancy Shaw	Anchorage, Alaska	122,220	125,646	L 959	George Brier	Waterbury, Conn.	112,560	125,133	L 677
Anthony Digrazia	Des Plaines, Ill.	122,171	128,796	L 781	James Muraki	So. El Monte, Calif.	112,521	130,041	L 986
John Millett	Worcester, Mass.	122,107	129,537	L 170	Chris Griswold	So. El Monte, Calif.	112,521	141,403	L 986
William Norris	Louisville, Ky.	121,916	134,540	JC 94, L 783	Arthur Cantu	San Diego	112,380	128,945	INTL, JC 42, L 36
Michael Goebel	St. Louis	121,850	136,047	INTL, MO/KS, JC 13, L 688	Edward Peloquin	Worcester, Mass.	112,377	121,156	L 170
Mark Muller	Chester, Pa.	121,810	129,216	L 312	James Fiori	Worcester, Mass.	112,372	119,666	L 170
Sean O'Brien	Boston	121,664	123,565	L 25*	Bill Elder	Ventura, Calif.	112,300	123,581	L 186
Freddie Simpson	Southfield, Mich.	121,647	139,413	BMW	Cole Davis	Kansas City, Mo.	111,941	116,435	BLET NS (NORTH)
Thomas Ratliff	Washington	121,474	122,925	INTL, JC 55, L 639	Richard Whitworth	Washington	111,886	131,767	GCC
John Steger	Washington	121,310	143,665	INTL	David Grabhorn	Washington	111,886	160,771	GCC
Charles Cimino	Cleveland	120,785	131,049	OH, JC 41, L 400	Yvette Hoeg	Waukegan, Ill.	111,664	116,391	L 301
Claude Gray	Greensboro, N.C.	120,732	137,951	INTL, JC 9, L 391	Michael T. Haffner	Waukegan, Ill.	111,664	127,772	L 301
Stanton Orr	North Miami, Fla.	120,468	121,768	L 769	Hector Fernandez	Covina, Calif.	111,577	133,123	INTL, L 63
John Souza	Modesto, Calif.	120,326	135,083	JC 38, L 386	Melissa Riner	Washington	111,574	121,720	INTL
John F. Hurley	Chicago	120,318	153,235	L 726	Kenneth Haarala	Covina, Calif.	111,400	120,677	L 63
Lamont Byrd	Washington	120,279	138,112	INTL	John Slatery	Washington	111,375	133,437	INTL
Thomas Metzinger	Washington	120,166	134,121	INTL	Daulton Alexander	Fort Worth, Texas	111,324	115,789	L 997
Jeff Padellaro	Manchester, N.H.	120,101	133,687	L 633	Clay Jeffries	Orlando, Fla.	111,109	124,126	L 385
Douglas Teoli	East Providence, R.I.	119,902	126,709	L 251	Mark A. Harring	Boston	110,888	123,888	L 25*
John Cuite	Baldwin, N.Y.	119,778	140,340	INTL, L 854	Kenneth Lundgren	San Diego	110,882	120,367	L 542
Lourdes Garcia	Carson, Calif.	119,700	128,065	L 572	Ralph Goscinak	Quincy, Mass.	110,829	118,017	NMC, L 259
Dave Lucas, Jr	Bloomfield, Conn.	119,657	136,912	JC 10, L 671	William O'Keefe	Hazlet, N.J.	110,679	120,368	INTL, L 469

Official Salaries Over \$100,000 Club (cont.)

Name	City	Total Salary	Total Comp.	Affiliations	Name	City	Total Salary	Total Comp.	Affiliations
Anthony Artificio	Union, N.J.	110,672	117,517	JC 73, L 641	Tony Smith	Chuluota, Fla.	103,433	109,453	BLET CSX (WEST LINES)
Harold Killam	Washington	110,663	121,098	INTL	Bernard Sherlock	Chicago	103,430	113,954	L 710
Thomas Stiede	Chicago	110,640	123,592	JC 25, L 703	Sean Harren	So. El Monte, Calif.	103,348	122,081	L 986
Daniel Fortier	Minneapolis	110,535	136,498	INTL, JC 32, L 970	Timothy Beaty	Washington	103,257	121,228	INTL
Nelson Silva	New York	110,308	126,686	L 810	Andrew Banks	Washington	103,257	119,886	INTL
Thomas Feeley	New York	110,308	128,274	L 810	William Cunningham	Union, N.J.	103,115	108,751	L 641
Michael Smith	New York	110,307	138,248	L 810	Paul Mihalow	Covina, Calif.	103,009	111,256	JC 42
Melvin Kahele	Honolulu	110,245	133,679	L 996	Demos Demopoulos	New York	102,902	117,695	L 553
James Kenney	Joliet, Ill.	110,202	123,904	L 179	James B. Nolan	New Orleans	102,750	110,304	JC 87, L 270*
Todd Thompson	Washington	109,836	134,315	INTL	Edward Dion	Daly City, Calif.	102,741	109,009	L 665
Lester Singer	Washington	109,626	128,770	INTL	John Laigaie	Philadelphia	102,701	108,136	JC 53, PA, NMC, L 628
Tony Barr	Springfield, Ill.	109,392	131,680	JC 65, L 916	Robert Evers	Hicksville, N.Y.	102,689	106,206	BLET LIRR
Lynda Sist	Washington	109,273	119,068	INTL	Louis Malizia	Washington	102,606	116,468	INTL
Michael Marcatante	Chicago	109,240	142,168	L 726	Leonard Smith	Seattle	102,490	117,074	INTL, L 117
Sylvester Needham	Long Island City, N.Y.	109,200	133,289	L 813	Justin Holliday	Spokane, Wash.	102,431	124,668	INTL, JC 28, L 690
Roy Marshall	Washington, Pa.	109,178	121,211	JC 40, PA, L 585	Michael McHugh	Orange, Calif.	102,403	112,969	L 952
Mike Bergen	Bloomington, Calif.	108,819	119,260	JC 42, L 166	Earl Averette	San Bruno, Calif.	102,390	120,707	INTL, L 856
Michael Conyngham	Washington	108,664	121,879	INTL	David Dudas	Brook Park, Ohio	102,311	107,258	INTL, JC 41, L 52
Steven Bottieri	Wayne, N.J.	108,602	117,687	JC 73, L 945	Carole Stepp	North Hollywood, Calif.	102,308	106,667	L 399
Paul Stripling	Des Plaines, Ill.	108,542	118,045	L 781	Mark Herrmann	Madison, Wis.	102,268	108,762	INTL, L 695
Clarence Stewart	Covina, Calif.	108,450	133,847	INTL, L 63	Edward Duffy	North Hollywood, Calif.	102,251	113,391	L 399
David White	Baltimore	108,410	117,548	JC 62, L 355	Allen Price	Columbus, Ohio	102,192	112,507	JC 41, L 284
Edward Bradshaw	Chicago	108,209	121,556	L 710	Roger Niedermeyer	Portland, Ore.	102,119	111,204	INTL, JC 37, L 162
Joseph Yeoman	Pleasantville, N.J.	108,200	111,537	JC 53, PA, L 331	George Park	Pico Rivera, Calif.	102,113	111,702	L 495
Paul Jacobs	Detroit	108,135	120,410	L 247	Michael McGaha	Washington	102,000	134,012	INTL
Gary Tiboni	Valley View, Ohio	108,100	117,696	L 436	John Majewski	West Chicago, Ill.	101,975	105,951	L 673
William Logan	Burr Ridge, Ill.	108,000	109,271	L 731	Michael Yauger	Chicago	101,917	111,447	L 786
Gerald Pauli	Chicago	107,864	146,432	L 710	Dennis Simmerman	Cleveland	101,881	111,419	BLET
Mitzi Montemore	Washington	107,736	115,307	INTL	Ronald Cancelose	Washington	101,877	110,034	INTL
David Smith	Washington	107,733	128,342	INTL	Harvey Jackson	Stratford, Conn.	101,741	107,351	INTL, L 1150
James Schoessling	Washington	107,733	129,376	INTL	Leticia Acosta	San Antonio	101,678	115,853	INTL, JC 58, L 657
Anthony Mathis	Washington	107,733	152,082	INTL	P Geller, Sr.	Southfield, Mich.	101,661	149,885	BMW, BMW CRSF
Louis Baniecki	Washington	107,733	153,905	INTL	Robert Rayes	Detroit	101,577	113,947	INTL, JC 43, L 51
Robert Paffenroth	Covina, Calif.	107,712	132,407	INTL, L 63	Joseph Polo	Washington	101,549	139,577	INTL
Joseph Esposito	Bridgeport, Conn.	107,712	122,078	L 191	Charles Whobrey	Evansville, Ind.	101,545	106,905	INTL, L 215
George Joseph	South Easton, Mass.	107,534	123,437	L 653	Joseph O'Connor	Washington	101,400	138,624	GCC
Paul Fawcett	South Easton, Mass.	107,534	120,034	L 653	Michael Filler	Washington	101,368	115,585	INTL
Scott Hilton	Washington	107,521	142,131	INTL	Brian Mitchell	Norristown, Pa.	101,352	112,632	L 384
Catherine Heckla	Chicago	107,517	108,766	L 710	David Lalumondier	St. Louis	101,133	107,357	L 688
Ronald Lucas	Cheektowaga, N.Y.	107,495	114,476	JC 46, L 264	Daniel Farbrothe	Toledo, Ohio	101,130	105,502	JC 44, L 20
James Kelly	Philadelphia	107,296	112,210	L 500	Archie Smith	Washington	101,094	110,972	INTL, JC 55, L 730
Marcus Ruef	Cleveland	107,108	142,058	BLET	Celia Petty	Washington	101,083	119,876	INTL
Joseph Boyajian	East Providence, R.I.	106,929	121,726	L 251	Ernesto Medrano	Orange, Calif.	101,082	117,576	L 952
Wayne Schultz	Madison, Wis.	106,696	114,804	INTL, JC 39, L 695	Robert Watts	Shreveport, La.	101,074	119,500	INTL, JC 80, L 568
Thomas Ziembovic	Detroit	106,650	123,213	JC 43, L 247	Bradrick Wood	St. Louis	100,974	108,823	L 6
Brian Carroll	East Providence, R.I.	106,616	122,426	L 251	William Hendrix	Chicago	100,950	144,061	L 710
William Black	Racine, Wis.	106,577	124,658	INTL, JC 43	Floyd Prusinski	Elmhurst, Ill.	100,942	127,027	INTL, L 754
Mark Rime	Minneapolis	106,476	120,167	JC 32, L 638	Carlos Barnett	Covina, Calif.	100,900	127,935	INTL, L 63
Colvin Bolton	Louisville, Ky.	106,425	126,344	L 89	Wesley Jenkins	Forest Hill, Texas	100,873	112,548	JC 80, L 767
Jay Phillips	Covina, Calif.	106,400	123,735	L 396	German Vazquez	San Juan, PR	100,843	109,231	L 901
Willard Knight	Portsmouth, Ohio	106,320	117,174	BLET NS, BLET DIV 511	Thomas Miller	San Diego	100,811	111,969	L 481
Ronald Carver	Washington	106,203	136,358	INTL	Rodger D. Smith	St. Louis	100,744	110,760	L 6
Lou Calemene	Valley Stream, N.Y.	106,142	117,287	L 295	Daniel McKay	St. Louis	100,733	112,044	MO/KS, JC 13, L 600
Tony Andrews	Portland, Ore.	106,011	116,841	JC 37, L 305	Stephen Pocztowski	Chicago	100,725	116,073	L 705
Carlos Ramos II	Harrisburg, Pa.	105,901	130,157	INTL, L 776	Michael Broderick	Hazlet, N.J.	100,700	112,427	L 469
Hollis Hypes	Washington	105,761	116,687	INTL	Charles Russo	Valley Stream, N.Y.	100,601	102,348	L 295
Brian Zodrow	Milwaukee	105,622	112,987	L 344	Jessie Lee	Chicago	100,597	110,185	L 744
James Neal	Nashville, Tenn.	105,578	128,445	INTL, JC 87, L 327	Ramona Soto	Fullerton, Calif.	100,575	100,966	GCC DC 2
Louis Leccese	New York	105,560	113,960	L 831*	Frank Narducci	Philadelphia	100,563	109,878	L 837
Thomas Daly	Chicago	105,491	113,554	L 710	Robert Linsey	Kansas City, Mo.	100,536	113,234	BLET NS (NORTH)
Tom Vincent	Louisville, Ky.	105,425	117,832	BR, L 783	Darrell Pratt	Fresno, Calif.	100,460	110,734	JC 38, L 431
Brent Taylor	Dallas	105,362	113,272	INTL, JC 80, L 745	Eric Wasserman	Anchorage, Alaska	100,361	122,374	L 959
Stephen Richmond	Baldwinsville, N.Y.	105,322	136,507	INTL, BR, JC 18, L 1149	Frankie Luckett	Chicago	100,327	109,909	L 710
Per Bernstein	Washington	105,257	120,389	INTL	Charles Decola	Chicago	100,315	108,490	L 710
Leigh Strobe	Washington	105,256	119,874	INTL	J Superfisky	Southfield, Mich.	100,300	106,271	BMW
Gregory McQuitter	Chicago	105,141	115,627	L 744	S Powers	Southfield, Mich.	100,300	107,215	BMW
Michael Fackler	Louisville, Ky.	105,030	124,740	KY-WV, L 89	R Inclima	Southfield, Mich.	100,300	109,610	BMW
William Carroll	Milwaukee	104,950	112,008	L 344	D Griffin	Southfield, Mich.	100,300	117,248	BMW
Gary Mauger	Las Vegas	104,888	120,837	JC 42, L 14	W Bon	Southfield, Mich.	100,300	101,330	BMW
Sara Payne	Washington	104,856	130,621	INTL	John Parks	Yakima, Wash.	100,123	110,993	L 760
George Grimshaw	Mountainside, N.J.	104,720	116,340	L 863	Joseph Vitta	Scarsdale, N.Y.	100,000	117,797	L 812
Robert McAllister	Boston	104,699	106,901	L 25*	Dennis Bourne	Anchorage, Alaska	100,000	119,999	L 959
Frank Recktenwald	Mountainside, N.J.	104,660	121,123	L 863					
Dave Lucas	Bloomfield, Conn.	104,657	121,912	L 671					
Edward Pratt	Washington	104,596	135,261	INTL					
Timothy Nolan	Washington	104,596	130,321	INTL					
Kenn Hill	Hayward, Calif.	104,566	123,924	L 78					
Peter Cannestro	Hazlet, N.J.	104,500	115,167	L 469					
Thomas Schlink	Uncasville, Conn.	104,484	115,024	L 493					
Donnie West	Birmingham, Ala.	104,400	127,678	JC 87, L 612					
Gregory Floyd	New York	104,360	125,829	L 237					
Helene Kinder	Carol Stream, Ill.	104,252	104,252	GCC L 458					
Max Strain	Indianapolis	104,167	121,731	INTL, JC 69, L 135					
Donald Tessier	Seattle	103,875	112,698	BR, L 117					
Clayton Barry	Portland, Ore.	103,781	119,074	JC 37, L 223					
Patrick Burns	Grand Rapids, Mich.	103,598	116,726	JC 43, L 406					
John Gale	Memphis, Tenn.	103,585	120,392	INTL, L 667					
John Felder	New York	103,473	116,634	L 237					

Key to the Club

This chart lists Teamster officials and staff who received salaries of over \$100,000 in 2006. This information was compiled from hundreds of Department of Labor LM-2 and LM-3 forms and IRS Form 990 reports. Total compensation includes salaries, allowances and expenses, but does not reflect other benefits such as pensions and automobiles.

Footnotes: *The LM form or Form 990 was not available for 2006, number based on 2005 forms.

Abbreviations: BLET=Brotherhood of Locomotive Engineers and Trainmen; BMW=Brotherhood of Maintenance of Way; BR=Brewery and Soft Drink Workers Conference; CA CC=Cannery Council; GA-FL=Geor. Fla. Conference; GCC=Graphics Communications Conference; INTL=International; JC=Joint Council; KY-WV=Kentucky-West Virginia Conference; L=Local Union; MO-KS=Missouri-Kansas-Nebraska Conference; NMC=Newspaper, Magazine, Print Conference; OH=Ohio Conference; PA=Penn. Conference; PMD=Printing-Mailing Trade District

Local 743 Race Heats Up

Richard Berg
Candidate for
Local 743 President



The 11,000 hospital, custodial, clerical, and manufacturing workers of Teamster Local 743 will get something they haven't had recently: a fair local election. And Teamster reformers are pushing hard to give Local 743 members a choice in this election. I'm proud to be running for principal officer on the 743 New Leadership Slate.

Weak Representation

Our local has weak contracts and poor representation. The employers smell weakness and they run all over us. But we can turn these problems around:

- Members at the University of Chicago are fed up with a weak contract. They're organizing their own contract campaign. When we win we'll put the power of our union into all of our con-

tract fights.

- At Provident Hospital, members couldn't get a BA to return their phone calls even after a member was fired. We're going to cut bloated salaries so we can hire more union representatives. We'll make sure BAs return calls, and we'll fix the local's automated phone system so members can talk directly to a real person.

- At the University of Chicago Hospitals and many other places, our local doesn't have enough stewards. We'll increase the number of stewards, let members vote them in, and create a new stewards' training program.

Stepping Up the Campaign

Changing the local's leadership won't be easy. The officers are used to getting paid not to work. They got a wake up call in the last election—they may not work hard for the members, but you can bet they'll work hard to protect their jobs.

The incumbents are stepping up their campaign, and so are we. Members of the New Leadership Slate are taking vacation

Spend Our Dues on the Members, Not Big Salaries

"Last year our principal officer made \$159,096. Our plan is to cut officers' salaries and spend that money on representing the members."

Gina Alvarez
Local 743, CSPF Offices
Candidate for Local 743
Executive Board



time to campaign, and we've already hit shops all over Chicagoland.

When the members turn out to vote, we're going to turn this local around.

Our slate won the last election, but the officers stole it: The local admitted to mailing hundreds of ballots to the wrong address and instead sent them to their supporters, including management. The Department of Labor stepped in and now

there will be a neutral election, with ballots mailed out in September.

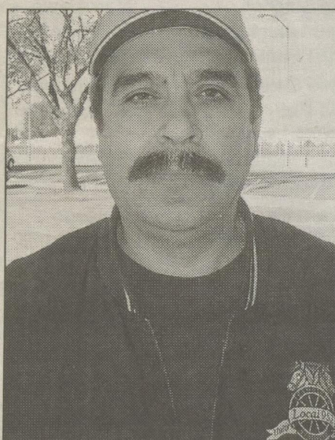
At the gates, spirits are positive. Members want change. One nursing home worker told me, "We all voted against them last time, and this time we'll make it stick."

This local needs new blood and new ideas from working Teamsters. The incumbent Local 743 executive board had their chance, and they squandered it on their own high salaries while ignoring the members and running the local into the ground. When the members turn out to vote, we're going to turn this local around.

"I always stand up for the contract where I work. But our local keeps us in the dark, and it's easy to feel discouraged.

"That's why I was so glad to find TDU. And that's why I joined. It makes a difference to talk to other Teamsters who are dedicated to standing up for our members. If you haven't joined TDU, do it today."

Victor Orozco
Local 952, Foamex
Riverside, Calif.



JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

Other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*

____ \$95 three-year membership fee

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

____ \$25 for retirees. Retired from Local _____

☐ Check or money order

MC/Visa/AmEx/Discover # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Hours of Service Regs Set to Change

Truck drivers will return to the 10-hour maximum driving time on Sept. 14, unless the trucking employers are successful in getting the court to stay its July 24 ruling.

As of late August, drivers still don't know what the regulations will be after Sept. 14. Neither do the carriers.

The court struck down 11 hours driving time and the 34-hour restart.

In a victory for truck drivers and highway safety, the court threw out the Federal Motor Carrier Safety Administration's (FMCSA) revised rules that allow 11 hours driving time, and a 34-hour restart. All other aspects of the revised hours of service regulations, including the 14-hour maximum on-duty time, will remain unchanged.

The American Trucking Associations, representing UPS, YRC, FedEx and numerous other trucking operators, is

lobbying the FMCSA to ask the court for a stay. Their real goal is to get a long delay, and then have the FMCSA go back to the court and again attempt to impose the 11-hour driving rule.

It may not be likely that the court will grant a long delay. This is the second time that the U.S. Court of Appeals in Washington has unanimously struck down these two regulations. The first time, in 2004, the employers got Congress to pass a law imposing the revised hours of service regs on an interim basis. With the leadership change in Congress, and with the second defeat in court, this avenue for delay is very unlikely. So, even if the FMCSA goes to court for a stay, they may get either a short delay or no delay at all in the Sept. 14 implementation date.

Unfortunately, some companies, especially Roadway, realigned their operations on the shaky foundation of an 11-hour rule that was illegitimately established and under legal review. They may soon be turning up the truck speeds or making other adjustments for some of their runs.

Get the word out! Distribute *Convoy Dispatch*. Bundles come in sizes from 10 copies (\$5/issue) to 100 copies (\$14/issue) or more. To order or for more information: **(313) 842-2600**.

Freight: Gains Not Givebacks

Bargaining will begin on Oct. 1 for the new freight contract.

The time is now for all freight Teamsters to unite. This is the year to make gains in our contract.

We're overdue for important contract improvements in wages, benefits and job protections.

Our freight wages have fallen, measured against inflation, since Hoffa took office. [See box on the right.] It's time for some catchup. Major nonunion carriers pay almost as much.

It's time for benefit improvements. In the Central States Fund, we need restoration of affordable retiree health care, and

we need improvements across the board to protect and improve health and pension benefits.

It's time for improvements in job security, protection against unnecessary changes of operations, and upgrading conditions in supplements to the highest level.

It's time to eliminate some past concessions, like the tiered wage. Full wages for all freight Teamsters.

No Concessions

There is no excuse for any concession bargaining in this round. We've given more than enough. Yellow Roadway has consolidated its dominance in LTL long haul, and is moving to improve its position in short haul and premium service. ABF seems to have \$650 million on hand that they want to pay to bust our Teamster pension funds. They can use that for contract improvements instead.

The IBT Contract Survey sent to all freight Teamsters didn't seem to get this picture. Right up top, in question two, the survey asked which concession you would rather give: healthcare, pension, or wages! There was no choice of "none."

It will be up to rank-and-file freight Teamsters to get informed, get involved and get ready. This is our contract.

Freight Wages Have Fallen \$1.44 in 10 Years

Freight wages have fallen drastically, measured against the cost of living, in the past ten years.

In April 1997, a freight Teamster (Central Supplement) made \$18.11 per hour.

If that wage rate had just kept up with inflation, today it would be \$23.55. The wage today is only \$22.11. That's a \$1.44 per hour wage cut in your standard of living.

It's time for some catch up.

No Time to Be on the Defensive

ABF Quits TMI, Goes After Your Pension

In August, ABF pulled out of Trucking Management Inc. (TMI), which bargains the National Master Freight Agreement, to bargain separately.

ABF management has let it be known for some time that they would split. ABF CEO Bob Davidson earlier stated that he wants to pull out of Teamster pension plans and force ABF employees into a 401(k).

We need to let him know this isn't going to happen: ABF always has been part of the NMFA and always will be.

In the past, other carriers have split off. Yellow Freight quit TMI and bargained separately in 1994, but signed exactly the same agreement. The union held them—and all split-off carriers—to the NMFA. This unity has always been Teamster policy, through many General Presidents. ABF needs to hear that this policy still stands.

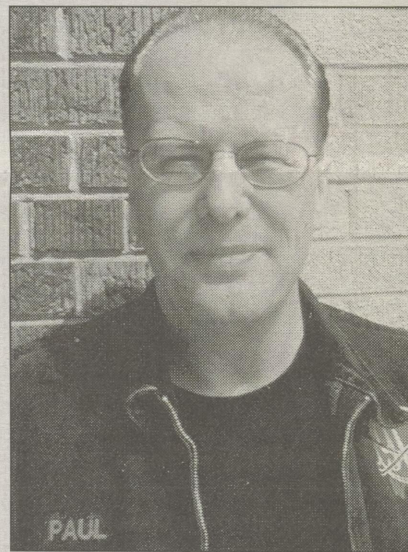
Hoffa Signals Weakness

DHL management also informed the union that they would try to break from the NMFA. DHL Teamsters responded with unity and action—flooding IBT headquarters with petitions, postcards and phone calls.

This strong answer by the Teamster rank-and-file forced the Hoffa administration to scrap a draft sellout contract. But DHL has detected weakness at the top of our union and will no doubt keep the pressure on.

That's what corporations do: they go after a weak leadership. ABF is no exception. It's up to us to get show rank and file unity and strength.

What do you think our union should do to win a strong contract in 2008? Call TDU at (313) 842-2600, or go to www.tdu.org/powerinfreight.



Paul Host
Local 200, ABF
Milwaukee

Defend Our Pensions

"If ABF gets their way with our pension, there will be nothing in it for working Teamsters. Stocks and 401(k)s just took a dive in the market. And a stand-alone ABF pension isn't going to travel to your next job if the company goes under.

"Think of all the freight companies that no longer exist. Where would a CF Teamster be without his multi-employer pension? The Teamster pension is what makes our jobs better than any other trucking job out there. It's up to us to defend and preserve our benefits. Tell ABF where they can take their pension proposals—and it's not to their bank."

On Pension Fund Split: Your Voice is Your Vote

Sometimes, your vote is your voice. But on the issue of splitting UPS from the Central States Pension Fund, you won't get a vote, unless you work at UPS.

Because this could weaken our whole union, you should make your voice heard. Go to your September union meeting. Ask your local union officers to take a stand to defend our master contracts, and our Teamster pension plans.

We want stronger pension funds and improved benefits. We want all Teamsters united in solidarity.

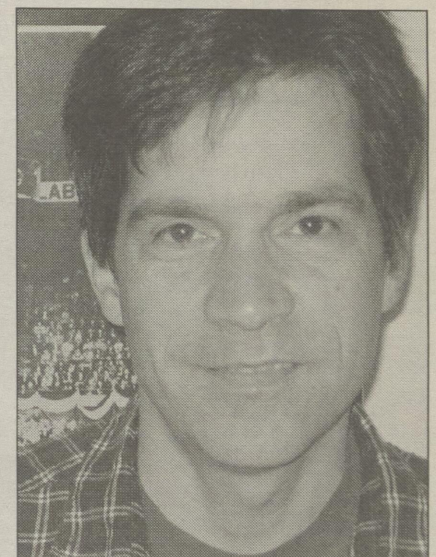
Your voice is your vote.

Strong Pension Funds: Our Best Security

"Bob Davidson claims ABF finances are flush and they want to pay hundreds of millions to get out of Teamster pension funds. Well, we helped deliver on that rosy economic picture: so what's in it for us?

"ABF needs to spend that money on improving our pension and health benefits—not politicking to undermine our retirement security.

"Strong pension funds are the best security for our lives down the road—not some corporate agenda that only looks out for the near term."



Leonard Stoehr
Local 728, ABF
Atlanta

Attend the 2007 TDU Convention

Nov. 2-4, 2007 • Crowne Plaza Hotel O'Hare • Chicago



"The TDU Convention is where dedicated Teamsters get together to take a hard look at what needs to be done to rebuild our union's power.

"Whether you're concerned about contract negotiations, benefit cuts, or a local union election, the TDU Convention is the place to be to learn strategies and skills that will make you a more effective Teamster."

Sandy Pope

President, Local 805, New York

Defending Our Contracts, Saving Our Union

Employers have our contracts and benefits in their sights and the Hoffa administration's only strategy is retreat and surrender.

The TDU Convention will bring together Teamsters who are building a rank-and-file movement to:

- ✓ Defend our contracts and benefits.
- ✓ Rebuild Teamster Power in our core industries.
- ✓ Save our union!

Make your plans to attend today.



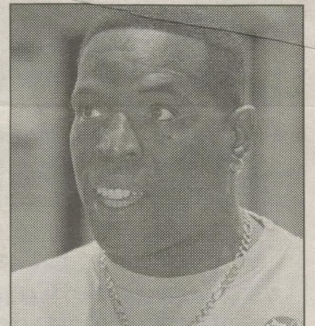
"Freight can't wait until 2008!

"Be in Chicago and help draw up the plans to strengthen and protect our contract."

**Tim Pagel, Yellow Freight
Local 988, Houston**

"Enforcing our contract, reforming our bylaws, running for office: we learned it at the TDU Convention. My local will be there in force."

**Duke Clark, Local 726
City of Chicago**



REGISTER NOW

Postmark your registration no later than October 1 and receive a discount with your 50 percent deposit. See below for details and travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals (dinner on Friday, lunch and dinner Saturday, Sunday lunch) and Saturday banquet program.

HOUSING

Reserve rooms through TDU at a special group rate. All rooms are \$108 per night (tax included). If you are sharing your room, please indicate other party(ies).

MEMBERSHIP

If you're not a member of TDU, join today. Membership includes a subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

If registering for others please include their information.

Teamster Status:

- ☐ Dues-paying Teamster ☐ Retired Teamster
☐ No current affiliation ☐ Spouse of Teamster

Registration:

	# of people
Fri., Sat. & Sun.	\$210 x _____
Fri. & Sat.	\$180 x _____
Sat. & Sun.	\$180 x _____
Sat. only	\$110 x _____

Total Registration Cost = _____

Housing:

- ☐ non-smoking room ☐ smoking room
☐ single room ☐ double room with _____
☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

Housing Cost = # of nights x \$108/night = _____

TDU Membership:

- ☐ \$40 - one-year membership
☐ \$95 - three-year membership
☐ \$25 - spouses, retirees and Teamsters who gross less than \$22,000

Membership Cost = _____

Total Cost = _____

- ☐ \$10 off if postmarked by Oct. 1
(if registering for Sat. only)
☐ \$10 off if traveling over 500 miles one way
☐ \$20 off if traveling over 800 miles one way

Total Discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

Balance Due = _____

Credit Card Payment:

- ☐ MC ☐ Visa ☐ AMEX ☐ Discover
Card No. _____

Exp. Date _____ 3 digit code (back of card) _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

**Return to: TDU, Box 10128
Detroit, Mich. 48210**